

(c) The State Board of Community Colleges shall expand its efforts where feasible to offer associate degree in nursing programs on employment sites, including State institutions, for Licensed Practical Nurses. The State Board shall report its efforts, plans, and results to the Legislative Commission on Nursing by March 1, 1990.

(d) Schools of nursing of The University of North Carolina shall examine efforts made on various campuses such as UNC-Charlotte to provide on-campus Bachelor of Science in Nursing (BSN) programs structured for working registered nurses. These schools shall make every effort to provide similar opportunities in their regions. The Board of Governors of The University of North Carolina shall report on these efforts to the General Assembly and the Legislative Commission on Nursing by November 1, 1989.

(e) Area Health Education Centers of The University of North Carolina shall continue and shall expand their off-campus baccalaureate and masters degree programs. The Area Health Education Centers shall continue to contract for these programs to provide flexibility to meet changing geographic demands and to serve unserved areas of the State.

**Sec. 9. Public Health Nurses.** (a) Vacancies in public health agencies significantly impact the State's implementation of various health programs; therefore, the State urges counties to keep salaries for public health nurses competitive with the salary levels of other nurses.

(b) The State recommends that the North Carolina Hospital Association and the North Carolina Health Care Facilities Association study annuities or other retirement benefit options which might be offered jointly to nurses and other allied health workers.

(c) The Office of State Personnel shall study the need for flexible fringe benefit options for the State's nurse employees, including such options as on-site day care. The Office of State Personnel shall report its findings and recommendations to the Legislative Commission on Nursing by March 1, 1990.

**Sec. 10. Nursing Profession Salaries.** (a) State institutions are encouraged to experiment with professional practice models for nursing.

(b) The Office of State Personnel shall review State nursing clinical pay scales and report its findings to the General Assembly and the Legislative Commission on Nursing by November 1, 1989.

(c) The Office of State Personnel shall monitor nursing salaries over time and report its findings to the Legislative Commission on Nursing and the Joint Legislative Commission on Governmental Operations. The State urges private sector employers of nurses to address the wage compression problem in nursing salaries.